
Advocate for Transportation Issues

*Tangible Result Driver – Pete Rahn,
Director of MoDOT*

Transportation issues can be extremely diverse and complex. An efficient transportation system requires leadership and, most importantly, a champion to ensure the resources support projects that will help the department fulfill its responsibilities to the taxpayers. MoDOT will be an advocate for transportation.



Advocate for Transportation Issues

Percent of minorities and females employed

Result Driver: Pete Rahn, Director of MoDOT

Measurement Driver: Brenda Treadwell-Martin, Equal Opportunity Director

Purpose of the Measure:

This measure tracks minority and female employment in MoDOT's workforce and availability data from the Missouri 2000 Census report. Efficient use of people resources would provide opportunities for the department to leverage transportation resources to available human capital. By placing the right people in the right place, the department can better serve its customers and help fulfill its responsibilities to the taxpayers.

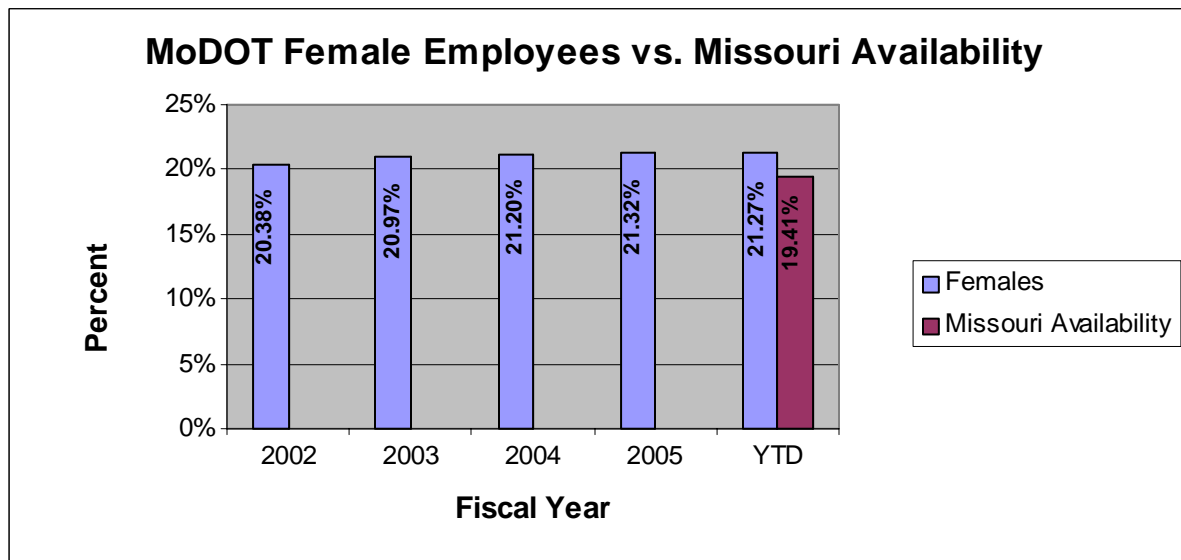
Measurement and Data Collection:

MoDOT's Affirmative Action software database and Missouri 2000 Census Report is used to collect data. During this reporting period, MoDOT researched the private sector, other Department of Transportation agencies, Missouri State agencies, and Missouri 2000 Census Data to determine a benchmark for this measurement. Due to the significant variations for some of these entities, i.e., pay incentives, number of employees, geographic locations, etc., it was determined Missouri 2000 Census Data, based on jobs used by the department, would be the benchmark for this measurement.

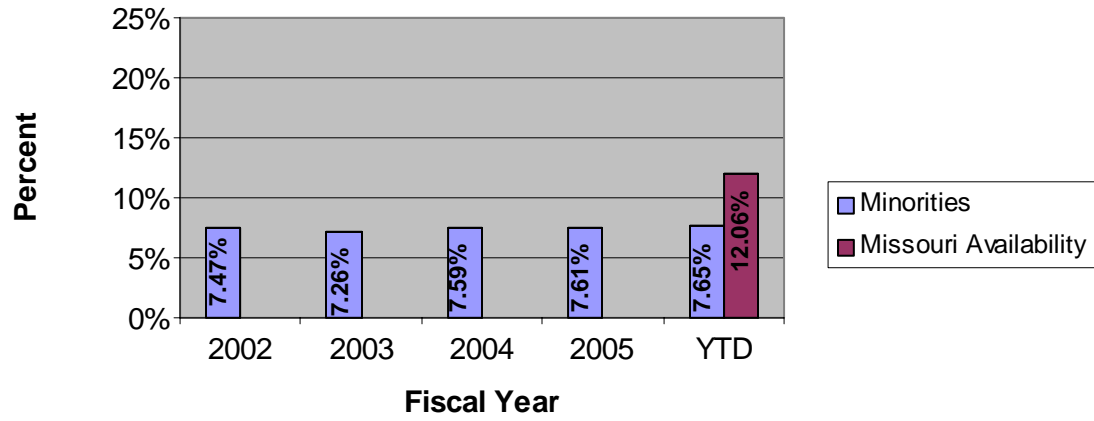
Improvement Status:

The employment trend chart reflects progress made in MoDOT female and minority employment compared to availability data in Missouri 2000 Census report from 2002 through Year to date (YTD) September 2005. During this quarter, MoDOT female percentage decreased by .05 percent, while female employment exceeded Missouri availability percentage by 1.86 percent.

MoDOT minority employment increased by .04% and experienced a 4.41% shortfall against the benchmark. Steps taken to improve this measurement include but were not limited to: developing an Applicant Tracking Report to monitor hiring practices for each geographic location, meeting with management staff to obtain feedback on diversity initiatives, implementing Mentoring Program to assist with recruitment and retention, expanding outreach activities to educate individuals about opportunities at MoDOT, expanding the Co-op Program to include Criminal Justice and Civil Engineering Technology degrees, and developing additional measurement indicators to track progress.



MoDOT Minority Employees vs. Missouri Availability



**Desired
Trend:**



Advocate for Transportation Issues

Percent of transportation-related pieces of legislation directly impacted by MoDOT

Result Driver: Pete Rahn, Director of MoDOT

Measurement Driver: Pam Harlan, Senior Governmental Relations Specialist

Purpose of the Measure:

This measure tracks the department's impact on the total number of transportation-related bills filed by the General Assembly as well as the department's progress on its own legislative agenda.

Measurement and Data Collection:

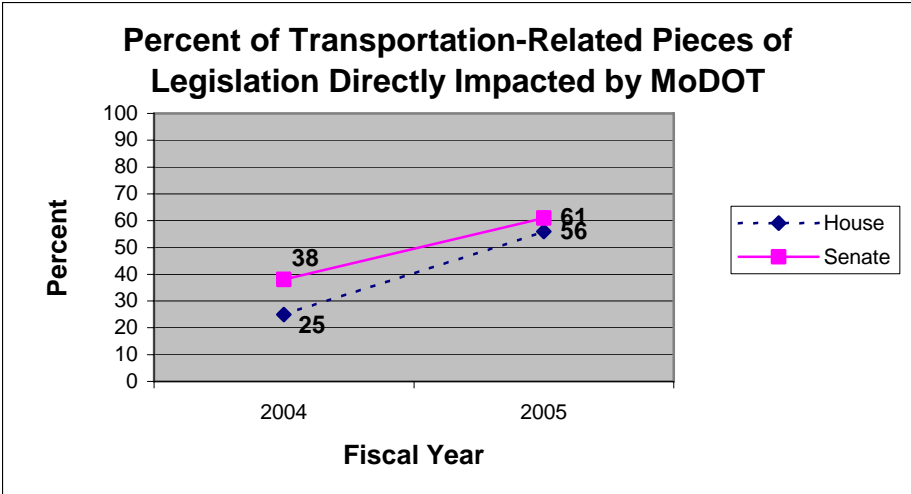
Data is obtained by reviewing bills in all of the transportation-related subject categories on both the Senate and the House Web sites for legislation. Each bill is reviewed for department impact. A percentage is determined from the total number of bills the department impacted in each category divided by the total number of bills in each category.

Every fall, potential legislative proposals are submitted to the Missouri Highways and Transportation Commission for their review and approval. The second chart tracks each approved legislative proposal through the legislative process.

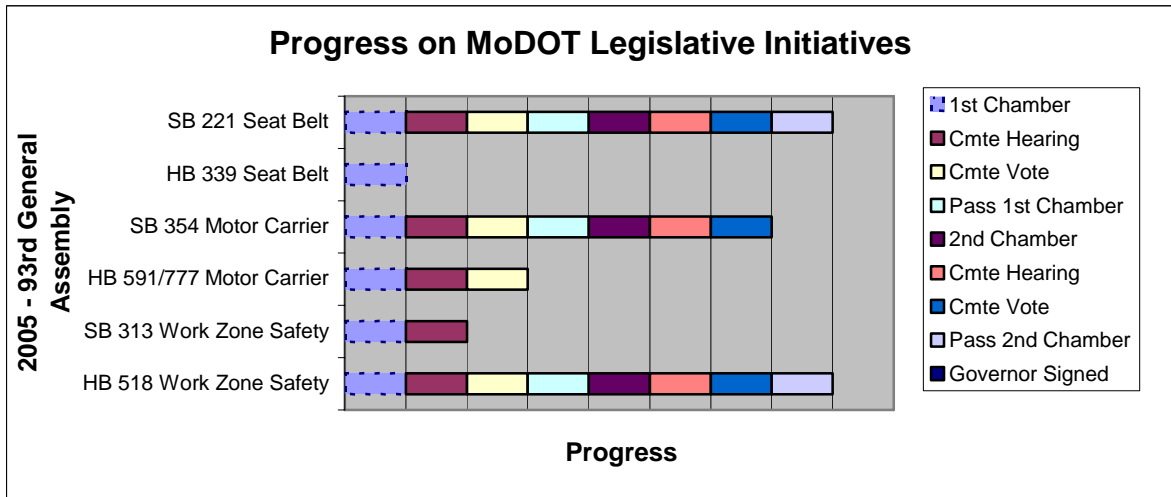
Improvement Status:

MoDOT has improved in the percent of impact on legislation from 2004 to 2005. The improvement for this year is due to a variety of reasons: (1) increased presence at the capitol from the MHTC, management, divisions, and districts; (2) successful passage of Amendment 3; (3) decrease in the number of transportation-related bills filed, and (4) having an additional legislative liaison. What we have learned from this improvement is that it takes more than the Governmental Relations unit to be "the advocates for transportation" at the Capitol. With Team MoDOT working together as advocates for transportation, much more can be accomplished.

MoDOT's desired trend is to have successful passage of as many of its proposals as possible. One lesson learned from this session relates to the motor carrier registration issue that was addressed in a separate consent bill. Historically, bills on the consent calendars were passed before the end of session. This session was unusual in the fact that many bills were left to die on the consent calendars. We will need to advocate for consent bills much earlier in session to raise the possibility of a successful passage. MHTC has approved MoDOT's legislative proposals for the 2006 legislative session. Governmental Relations has identified potential sponsors for each proposal and is securing their sponsorship before December 1. Bills may be pre-filed beginning December 1. GR is scheduled to get legislation filed early to improve the opportunity for final passage and, has already submitted its proposals to prospective sponsors. GR has also worked during the summer with various stakeholders to ensure their support of MoDOT's legislative proposals.



**Desired
Trend:**



**Desired
Trend:**

N/A

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Percent of federal roadway earmarked projects on the state highway system

Result Driver: Pete Rahn, Director of MoDOT

Measurement Driver: Kent Van Landuyt, Federal Liaison

Purpose of the Measure:

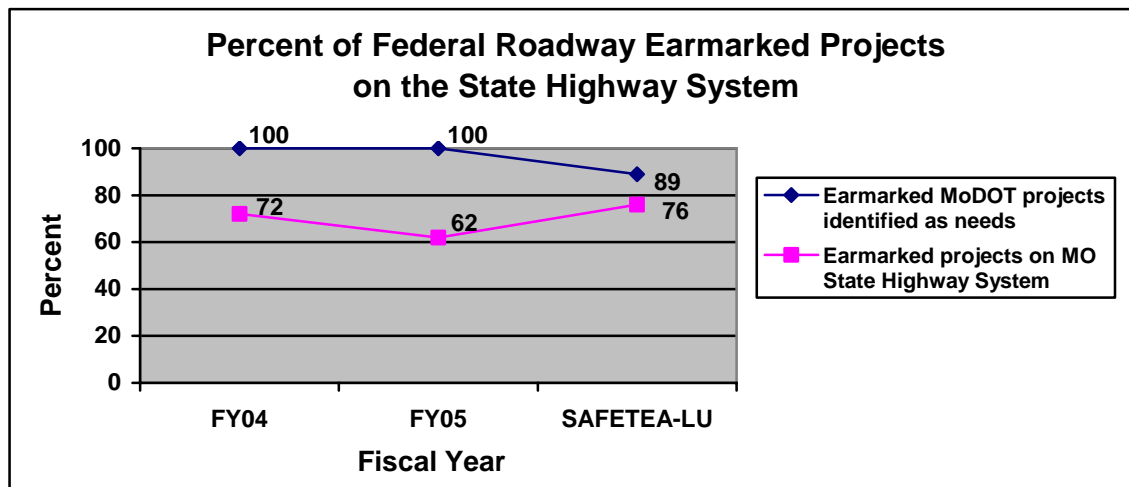
Missouri's support for transportation on the national level is demonstrated by the impact of federal legislation on Missouri's ability to address transportation needs. The percent of state highway system earmarks that are identified Missouri needs is representative of the department's success as an advocate of the state's transportation needs.

Measurement and Data Collection:

The data represents the percent of earmarked roadway projects that are on the state highway system and the percent that are identified as needs. The percent of individual projects on the state highway system represents the department's success in working with Missouri's Congressional delegation and the percent of state system earmarks that are locations already identified as needs demonstrates that MoDOT has provided adequate information to our Missouri Congressional members that these needs are the same as the needs recognized by their other constituents. The identified needs for this measure are projects on the state highway system that are included in the STIP or projects ready to be added as soon as funding becomes available.

Improvement Status:

The following chart displays the progress Missouri has made as an advocate for transportation on our highways. The first measure shows the percent of federal earmarks on the state highways system. This percentage should be above 75% in each annual and special appropriation. The second measure is the percent of earmarked state highway projects that are identified as needs. A percentage above the 85% level is expected. The department will continue regular communication with Congressional staff members with the purpose of increasing the number of earmarked projects that are identified needs on the state transportation system.



**Desired
Trend:**



Advocate for Transportation Issues

Percent of customers who view MoDOT as Missouri's transportation expert

Result Driver: Pete Rahn, Director of MoDOT

Measurement Driver: Jay Wunderlich, Governmental Relations Director

Purpose of the Measure:

This measure tracks whether our customers feel the department is a leader and expert in transportation issues. The measure will eventually show us how effectively MoDOT conveys its expertise to the traveling public.

Measurement and Data Collection:

The data has been collected in conjunction with the Missouri Advance Planning initiative from its May 2005 survey. This data will be collected on an annual basis. Next year the Missouri Transportation Institute will be conducting the survey.

Improvement Status:

Each year we survey the traveling public, we hope to “drill down” deeper by asking more specific questions to collect information that will tell us what it will take to make MoDOT *the* state's transportation expert. The current information displays that 73 percent feel MoDOT is the transportation expert they rely on. The data provides us with a baseline to continue to explore the question of what a “transportation expert” means to our customers and what geographical areas of the state view us as such. Staff is currently working to find what other state DOTs are doing to measure their efforts in this arena and learning from these contacts how other states work to improve partnerships with citizens, legislators and special interest groups.

